





5th Annual  
Probation Department  
Office Support Luncheon  
April 23, 2002

*Larry A. Pinc*  
Chief Probation Officer

*Debra Lindgren*  
Probation Business Manager

# Departmental Employees of the Month



## **July 2001 – Shelly Riddle**

**Shelly Riddle** started with the Fresno County Probation Department in 1997 at Elkhorn Correctional Facility as an Office Assistant II. In March 1998 she transferred to the Automation Unit and was promoted to OA III in May of 1999. Shelly handles the majority of phone requests received on a daily basis for assistance with automation and has gained a reputation in the Department for her troubleshooting abilities. The Department's Intranet site would not be the same without Shelly as she does the majority of the work for that site. She has also put together some very nice PowerPoint presentations as many of the staff can tell you and has been instrumental in the creation of the Probation Department's Annual Report. Probation staff are always impressed with Shelly's patience and ability to communicate necessary information while performing Automation training in a large number of computer programs. Shelly continues to be a tremendous asset to the Probation Department.



## **August 2001 – Alberto Bravo**

**Alberto Bravo** started his career with the Probation Department as an Extra-Help Probation Aide on June 2, 1997, interpreting for the Superior Court Investigations Unit. He received such high recommendations from co-workers while in that assignment that he was hired as a TAC Officer and a member of the original Elkhorn Correctional Facility staff on September 22, 1997. Alberto became known as a hard worker and a person who could "Adapt and Overcome" adverse conditions. In December 1998, Alberto was hired by Napa County as a Deputy Probation Officer. He soon returned to Fresno and was rehired as a Deputy Probation Officer in June 2000. Due to his successful experience and knowledge of the Boot Camp Program, Alberto was assigned to the Elkhorn Aftercare Program. With an increase in population at Elkhorn he was reassigned as the second Probation Officer on-site at Elkhorn with liaison responsibilities to Aftercare. In addition to his regular duties, Alberto assisted in field operations with Aftercare and with shift work as a TAC Officer. According to co-workers, "Alberto is known for his firm and fair demeanor, his straightforward and honest approach with both staff and minors. He has built a good rapport with staff and minors and is never too busy to discuss a case with Officers or listen to minors' concerns. His desire to help has raised the standards of those he is working with to a new, higher level in a team approach to produce the best impact on the minors we serve."



## **September 2001 – Employee of the Year Announcement – Carroll Colbert**

**Carroll Colbert** was recognized and honored as the Department's Employee of the Year during the annual picnic. It was both a recognition and of tribute, for sadly, on November 19, 2001, the probation family lost one of its beloved members. Mr. Carroll Colbert joined the ranks of the Probation Department as a Washer in 1979, and shortly afterwards was promoted to Stock Clerk. In 1985, he was promoted to the position of Supervising Stock Clerk. Mr. Colbert served the department well and proved himself both a major resource and an invaluable employee. Carroll took pride in his work and

throughout his years of employment, many employees relied on him for his expertise, organizational skills, and historical viewpoint of the Hall. He was described as an employee “who not only knew his job inside and out, but took pride in how he accomplished his task.” His knowledge of the institution was legendary. He was called upon to bring insight into situations by pointing out what he felt needed to be done and what could be done. Carroll had a humble demeanor, a mischievous smile, and a quick sense of humor. He was always willing to help others—his staff or those in management—and he empowered all with his direction and teaching style. Many will remember that each lesson came with a friendly story about his many ventures in life or with other words of wit and wisdom. Mr. Colbert left a legacy of achievements in the Institution and he was indeed most worthy of his selection as Employee of the Year. He will be remembered and missed by many as both a co-worker and friend.



#### **October 2001 – Nancy Dominguez**

Nancy Dominguez began her work experience with the Probation Department in 1991 by serving her college internship with Gerald Sandoval in the Community Schools. Then in 1992 she was hired as Extra-Help in the Community Service Work Program. In 1994, Nancy became an Extra-Help Deputy Probation Officer and in 1995, after six months experience with Madera County, she was hired as a permanent Deputy Probation Officer. Due to Nancy’s commitment to excellence, her positive attitude, endless enthusiasm, demonstrated leadership skills, and strong work ethic she has become a “true professional” in representing

the Probation Department and a valuable asset to any unit. Nancy can always be counted on for guidance and support. She has demonstrated her willingness to serve her co-workers on a varied list of committees within the Department and has received letters of recognition from outside agencies. Nancy has personally committed herself to the community through participation in numerous organizations and her church community as well as being a member of the Kerman City Council.



#### **November 2001 – Rudy Diaz**

Senior Juvenile Correctional Officer Rudy Diaz first started working at Fresno County Juvenile Hall as a Janitor in May 1978. On August 30, 1993 Rudy became a Senior Juvenile Correctional Officer and then received a temporary upgrade to Supervising Juvenile Correctional Officer from December 2000 to October 2001. Rudy has demonstrated his dedication, maturity, dependability and loyalty to the institution throughout his career. The experience and technical knowledge Rudy possesses have been invaluable assets to those who work by his side on a daily basis. He has shown himself to be an exceptional employee and

positive role model for all staff and is widely respected among the Juvenile Hall staff. While serving as a temporary Supervising Juvenile Correctional Officer, Rudy had the opportunity to show his leadership abilities under the most difficult circumstances. The Fresno County Probation Department is truly fortunate to have such a valuable and conscientious employee as Rudy Diaz.

#### **December 2001 – None**



#### **January 2002 – Karen Roach**

Deputy Probation Officer IV Karen Roach began her career with the Probation Department in 1992 as a student intern helping with a bank caseload. She was then hired as a Probation Aide and worked in the CARE program in the elementary schools identifying “at-risk” youth and assisting in the vital effort of gang prevention. In 1994 Karen became our very first armed female officer. She has

worked in the C.K. Wakefield and Electronic Monitoring programs, Campus Supervision and Adult Field Units, and is now assigned as the Domestic Violence Lead Officer. Through training and dedication Karen became quite proficient in the use of firearms and soon became an instructor for Arrest and Control as well as an OC spray instructor. Then in 2000 she was selected as an Assistant Range Master. Karen's organizational skills have allowed her to successfully balance her caseloads with her instructor duties. She has demonstrated throughout her career strong leadership skills, good decision making and a high degree of integrity. Quality work, positive demeanor, excellent rapport with co-workers and other law enforcement agencies are also earmarks of Karen's career with the Fresno County Probation Department.



#### **February 2002 – Aaron Guillen**

Office Assistant III **Aaron Guillen** was hired in March 1999. Aaron's technical expertise has proven to be a valuable asset in completing his many tasks. His "can do" attitude is much appreciated by his supervisor and co-workers alike. Aaron is a fast paced individual that produces very high quality work that has contributed to the accuracy of the statistics that the Probation Department submits on a monthly basis to the Department of Justice. While working on special assignment to Juvenile Hall comments such as "excellent work, timely, accurate, computer wise, follows directions very well, and makes good suggestions on how to improve projects given to him, a real keeper" were common place. Aaron's dedication to the Fresno County Probation Department and the quality of work he produces indeed makes him "a real keeper".



#### **March 2002 – Karen Gipson**

**Karen Gipson** started her career with the Fresno County Sheriff's Department as an Office Assistant in 1984. In January 1999, Karen transferred to the front office at the Elkhorn Correctional Facility operated by the Probation Department. It was most certainly the Sheriff's Department's loss and Elkhorn's gain. Karen is a hard worker whose work is excellent and whose enthusiasm is tireless. She is a worker that does not need supervision; just give her an assignment and get out of her way. Karen's time efficiency and streamlining capabilities allow her to quickly complete some very crucial operations like payroll and TANF sheets, typing and processing performance evaluations, and processing all personnel paperwork for the Elkhorn Correctional Facility on top of the numerous "ad hoc" assignments requested. Presentations, flyers, letters, announcements, programs and forms are just some examples of the extra projects Karen completes with swift efficiency and great skill. Karen is an employee that takes pride in the quality of her work while also caring about the other employees at Elkhorn, always striving to make her job and the jobs of others easier. Karen Gipson is a tremendous asset in making the daily operations of the Elkhorn Correctional Facility run efficiently and smoothly.



#### **April 2002 – Olga Garcia**

**Olga Garcia** began her career with the Fresno County Probation Department as a Group Counselor Trainee on August 31, 1976. She promoted rapidly to Group Counselor I and II working all three shifts at Juvenile Hall and frequently being assigned the task of acting Senior Counselor. In July 1987 Olga was assigned to the Supervised Home Detention Program and in February 1997 was selected as the Employee of the Year at Juvenile Hall. Olga then continued her career as a Deputy Probation Officer assigned to the Adult Probation Division's Domestic Violence Unit in September 1997. She was then transferred to the Adult Offender Work Program where her bilingual skills were a tremendous asset. Olga soon became the lead officer in this unit. In

November 1999, Olga was again transferred into her present assignment of the K-6 Probation Officer in the Juvenile Division. In this position Olga provides prevention services to children and their parents in 18 schools in the Fresno metro area and the surrounding rural areas. She works closely with Social Workers, school employees and a variety of other agencies. Olga has successfully taken on the responsibility of planning and coordinating special projects, some of which require months of planning and preparation involving the students and staff at the elementary schools she serves. She is certain to thank and acknowledge the contributions of all those who assist in these projects. Her enthusiasm for her job and the students she serves is infectious and appreciated. She has been described as a “human dynamo”. Deputy Probation Officer Olga Garcia truly exemplifies the Department’s Core Values of Integrity, Respect, Leadership, Teamwork and Commitment.



#### **May 2002 – Helen Guzman**

Dietary Aide Helen Guzman began her career with the Fresno County Probation Department as extra help in October 1991. She later moved into a permanent position in April 1994. Helen consistently demonstrates excellence in her job performance and is diligent and quick to assume responsibilities not only for herself, but also for those around her when necessary. Keen eyes, quick feet, a huge smile and unbounded energy describes Helen as she efficiently delivers meals to the minors and staff at the Hall. She is generous with her time and talent and never fails to offer her assistance always finding time in her busy schedule to help

someone else. She is also very active in her daughter’s high school where Helen was recently awarded the Parent Award for her tireless involvement in the activities at the school. Helen is a significant asset to and superb representative of the high caliber of Fresno County Probation Department employees.



#### **June 2002 – Marty Plenert**

Marty Plenert started with the Fresno County Probation Department as the Honor Release Officer in August 1988. She was soon hired as a Deputy Probation Officer in May 1989. Marty was then assigned to the Adult Field Unit where she supervised a large bank caseload and then the Violent Offender Caseload. Marty’s leadership skills emerged while in that unit and along with her casework responsibilities she accepted a special assignment as the unit’s liaison with the Sheriff’s Department’s T.A.C. team and later with the Fresno Police Department’s

POP team. She then went to the Probation Education and Employment Program (PEEP) as the officer in charge of all participating probationers also undertaking a special assignment compiling statistics concerning PEEP client recidivism rates which became the basis of a report sent to the Board of Supervisors regarding the program’s success. In 1995 Marty worked ½ time in PEEP and ½ time in Juvenile Court Services meaning that she was working in both the Adult and Juvenile Divisions at the same time. Then in 1998 Marty was promoted to DPO IV and assigned to her present position in the Adult Court Services Unit. Her skill level developed to a point where she once again emerged as a leader with the responsibility as the Lead Officer of the Domestic Violence sub unit where true to form Marty accepted a variety of special projects including conducting treatment program evaluations and cross-training/orientation of new staff. Marty’s professionalism and zest for each assigned job along with the successful completion of special projects makes her a significant asset to the Probation Department.